

# Equal Opportunity is the Law in South Carolina

## EMPLOYMENT DISCRIMINATION

The South Carolina Human Affairs Law makes it unlawful to discriminate on the basis of race, color, religion, age (40 and above), sex, national origin, or disability. Also, the law established a framework for accepting and investigating complaints of unlawful discrimination.

### HOW TO FILE AN EMPLOYMENT COMPLAINT

If you feel that you have been discriminated against, you have up to 180 days from the date of the alleged discriminatory act to file with the Commission. In addition, you may still file if more than 180 days but less than 300 days have passed. Your complaint would then be waived to EEOC.

To file a complaint, you may write us or come into the office and talk with one of the Intake Investigators.

Once the Intake Investigator receives your information, it will be reviewed to determine if you have a basis for filing a discrimination complaint. If so, a formal charge will be prepared for you to sign, notarize, and return to this office. Upon receipt of your complaint, it will be assigned either to mediation, investigation, or waived to EEOC.

The average processing time ranges from 90 to 180 days.

## HOUSING DISCRIMINATION

The South Carolina Fair Housing Law makes it illegal to discriminate in housing because of race, color, religion, sex, national origin, physical or mental handicaps, or familial status (families with children). The law applies to the sale, rental and financing of residential housing. Apartments, houses, mobile homes, and vacant lots to be used for housing, are covered by the Fair Housing Law. With a few exceptions, anyone who has control over residential property and real estate financing must obey the law. This includes rental managers, property owners, real estate agents, landlords, bankers, developers, builders, insurers, appraisers, and individual homeowners who are selling or renting their property.

### HOW TO FILE A HOUSING COMPLAINT

If you feel that you have been discriminated against, you have up to 180 days from the date of the alleged discriminatory act to file with the Commission, or one year to file with HUD.

To file a complaint, you may write us, email us, or come into the office and talk with one of the Intake Investigators.

Once the Intake Investigator receives your information, it will be reviewed to determine if you have a basis for filing a discrimination complaint. If so, a complaint will be prepared for you to sign and return to this office. Upon receipt of your complaint, it will be assigned to an Investigator.

The average processing time is 100 days.

## PUBLIC ACCOMMODATIONS

Public accommodations discrimination complaints may be filed on the basis of race, color, religion, or national origin. The statutory limitation for filing a public accommodation complaint is three (3) years. The types of businesses covered include the following: inns, hotels, motels, restaurants, hospitals, clinics, theaters, concert halls, billiard parlors, barrooms, golf courses, sports arenas, stadiums, or other places of amusement, exhibition, recreation, or entertainment.

To file a complaint, you may write us, email us, or come into the office and talk with one of the Intake Investigators.

Once the Intake Investigator receives your information, it will be reviewed to determine if you have a basis for filing a discrimination complaint. If so, a complaint will be prepared for you to sign and return to this office. Upon receipt of your complaint, it will be assigned to an Investigator.

### THE MEDIATION OPTION

Mediation is offered in all of the divisions listed. It is a meeting in which the parties, assisted by a neutral third party (the mediator), reach a decision between themselves to resolve the dispute. It is a forum to seek relief for concerns alleged.

## **Are You Being Discriminated Against?**

The South Carolina Human Affairs Commission is a state government agency that enforces the South Carolina Human Affairs Law, the South Carolina Fair Housing Law, and the South Carolina Equal Enjoyment and Privileges to Public Accommodations Act. If you think you have been discriminated against, you should contact the Commission. The Commission will investigate your complaint to see if the law has been violated. If there is a violation, the Commission can help get legal remedies to which you may be entitled.

**SCAN BELOW TO VISIT OUR  
WEB PAGE FOR MORE  
INFORMATION**



**We are here to help.**

## **HOW TO CONTACT THE COMMISSION**

**Potential complainants are welcome to  
contact the Commission as they deem  
necessary. Visitors are received by  
appointment or walk-in.**

**You may call:**

**(803) 737-7800**

**Toll Free: 1-800-521-0725 (in state)**

**Fax: (803) 253-4191**

**Monday through Friday  
from 8:30 a.m. to 5:00 p.m.**

**Web Address:**

**[www.state.sc.us/schac](http://www.state.sc.us/schac)**

**E-mail Address:**

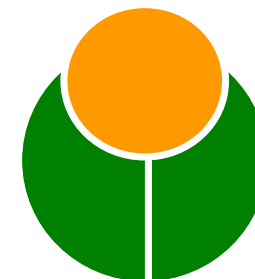
**[Information@schac.state.sc.us](mailto:Information@schac.state.sc.us)**

**Our Mailing Address is:**

**South Carolina Human Affairs  
Commission  
Post Office Box 4490  
Columbia, SC 29240**



## **The South Carolina Human Affairs Commission**



**Raymond Buxton, II  
Commissioner**